# Promotion Board Operations

Promotion Selection Board

# BOARD OPS

## Typical First Day Agenda

**0715 Pickup at Hotel**
**0730 Welcome, Oath - Chief, DA Secretariat**
**0735 Administrative Briefing**
**0745 *OPMS III Briefing****
**0820 *QMP Briefing***
**0830 *OER Briefing***
**0930 *Concept Briefing***

**EXTERNAL BRIEFINGS**
**(*Board Specific)**

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**1015 President's Remarks**
**1030 *Branch/Functional Area/MOS* Discussion***
**1230 Lunch**
**1315 *Practice Vote* Brief/Practice Vote**
**1500 Practice Vote AAR**

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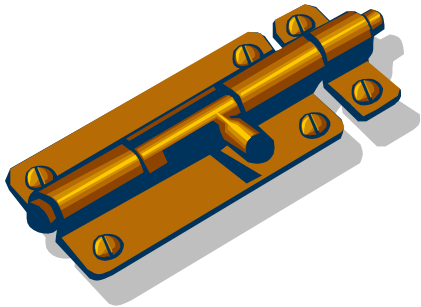
**1530 *Begin voting***

# BOARD OPS

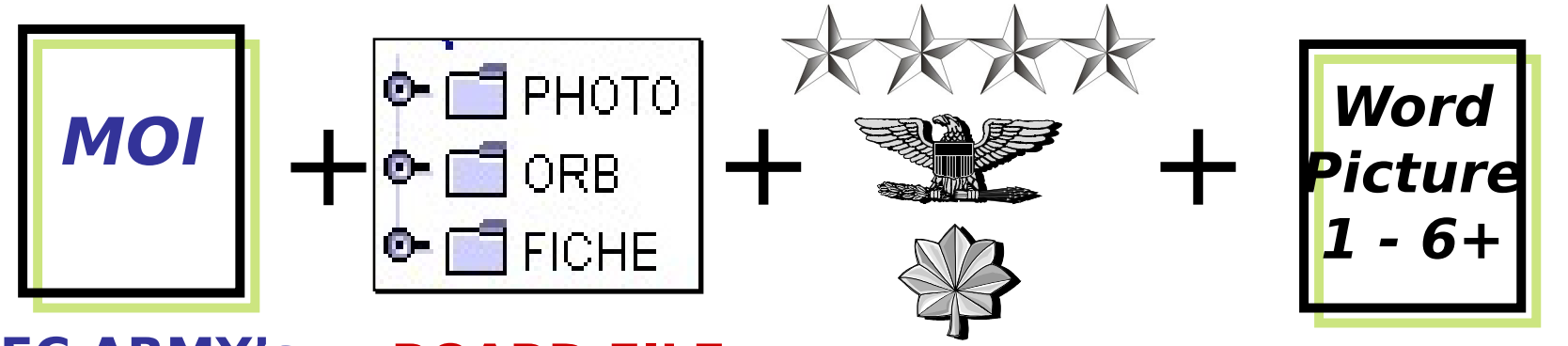
## Board Room Procedures and Security

- **No personal knowledge allowed***
- **All board members & a recorder must be present for board discussions, deliberations and decisions**
- **No informal office visits *(to include career managers)***
- **No visitors allowed in the board room**
- **All board related material & discussion stays in the board room**



# BOARD OPS

## Board Member Voting



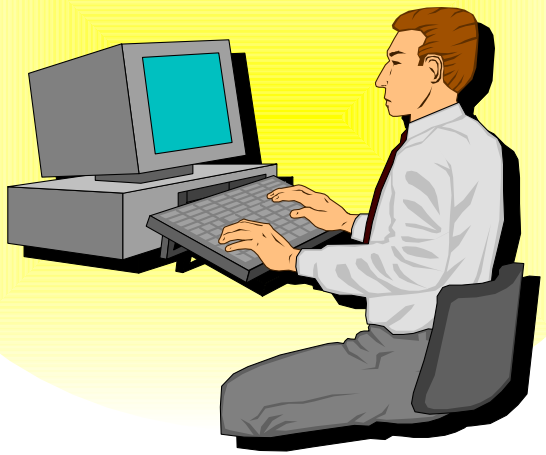

**SEC ARMY's MEMORANDUM OF INSTRUCTION**

**BOARD FILE**

**BOARD MEMBER EXPERIENCE & JUDGMENT**

**SCORING CRITERIA**

= *VOTE*



# BOARD OPS

(AR 600-8-29)

## Fully Qualified

***100% Select Rate Capability***

***"… qualified professionally and morally to perform the duties expected of an officer in the next higher grade."***

*(SELCON)*

## Best Qualified

***Numerical Constraints***

**Fully qualified officers who *"meet specific branch, functional area or skill requirements"…* to meet the Needs of the Army.**

*(Command & most promotion*

# BOARD OPS

(Promotion Boards)

- **Phase I - In/Above Zone Voting (FQ**
- **Phase II - BZ Voting**

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- **Phase III - Comparison & Requirements**

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- **Phase IV - Show Cause**
- **Phase V - Paperwork**

# PHASE I
# **Identify Fully Qualified Officers**

- **Vote Files (1 thru 6 +/-)**
- **ID Possible Show Cause Cases**
- **Establish OML**
- **Establish Fully Qualified Line**

# Word Picture (IAZ)

**6**

**Top Few**
**Superior Performer**
**Superior Potential**

**+/-**

**Select Ahead of Peers**
**Outstanding Performer**
**Outstanding Potential**

**5**

**Select with Peers**
**Solid Performer**
**Good Potential**

**+/-**

**4**

**Select if there is a Requirement**
**Average Performer/Potential**

**+/-**

***FULLY QUALIFIED***

***NOT FULLY QUALIFIED***

**3**

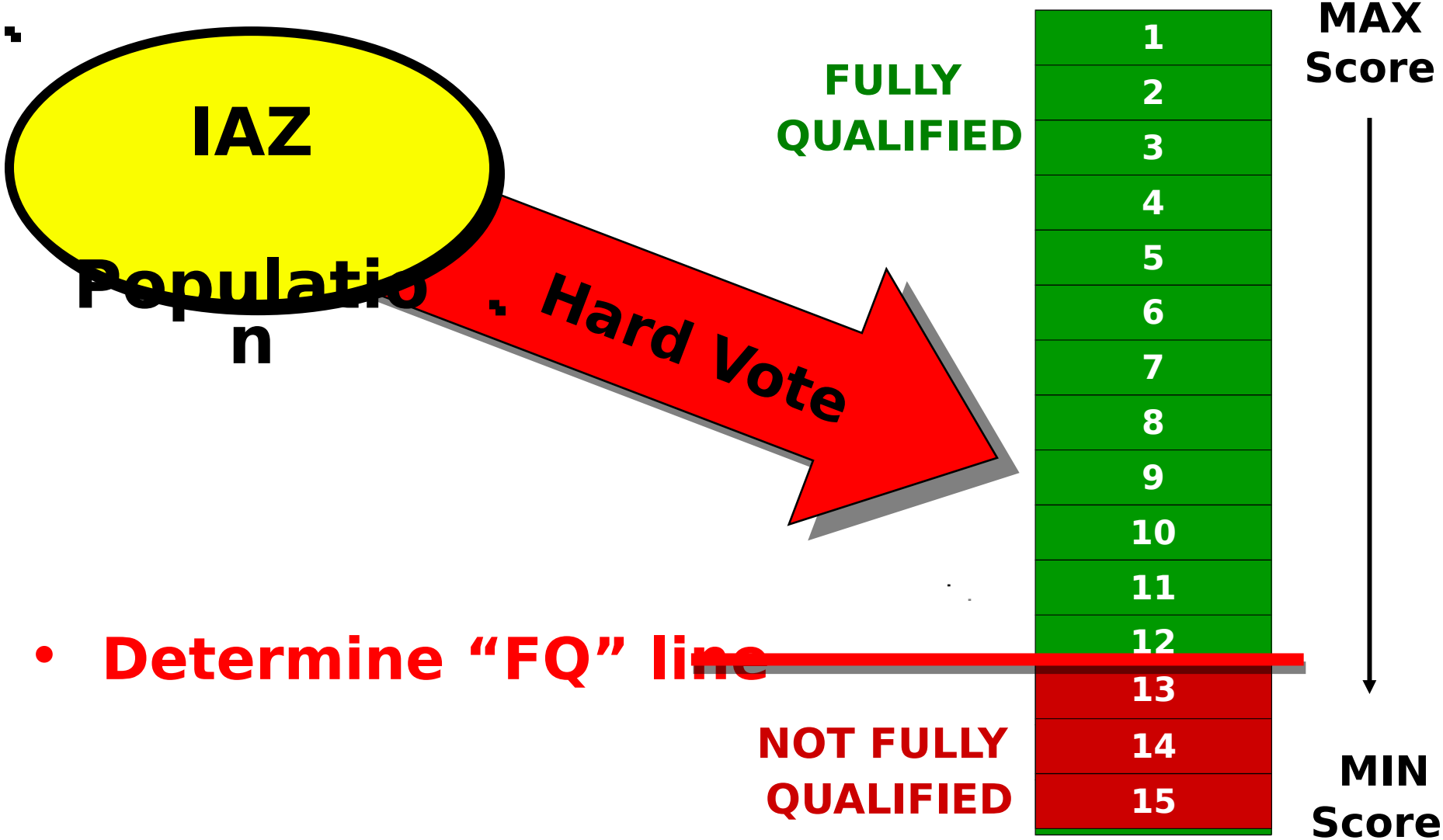
**Do not Select**
**Weak Performer**

**+/-**

**Show Cause**

# PHASE I

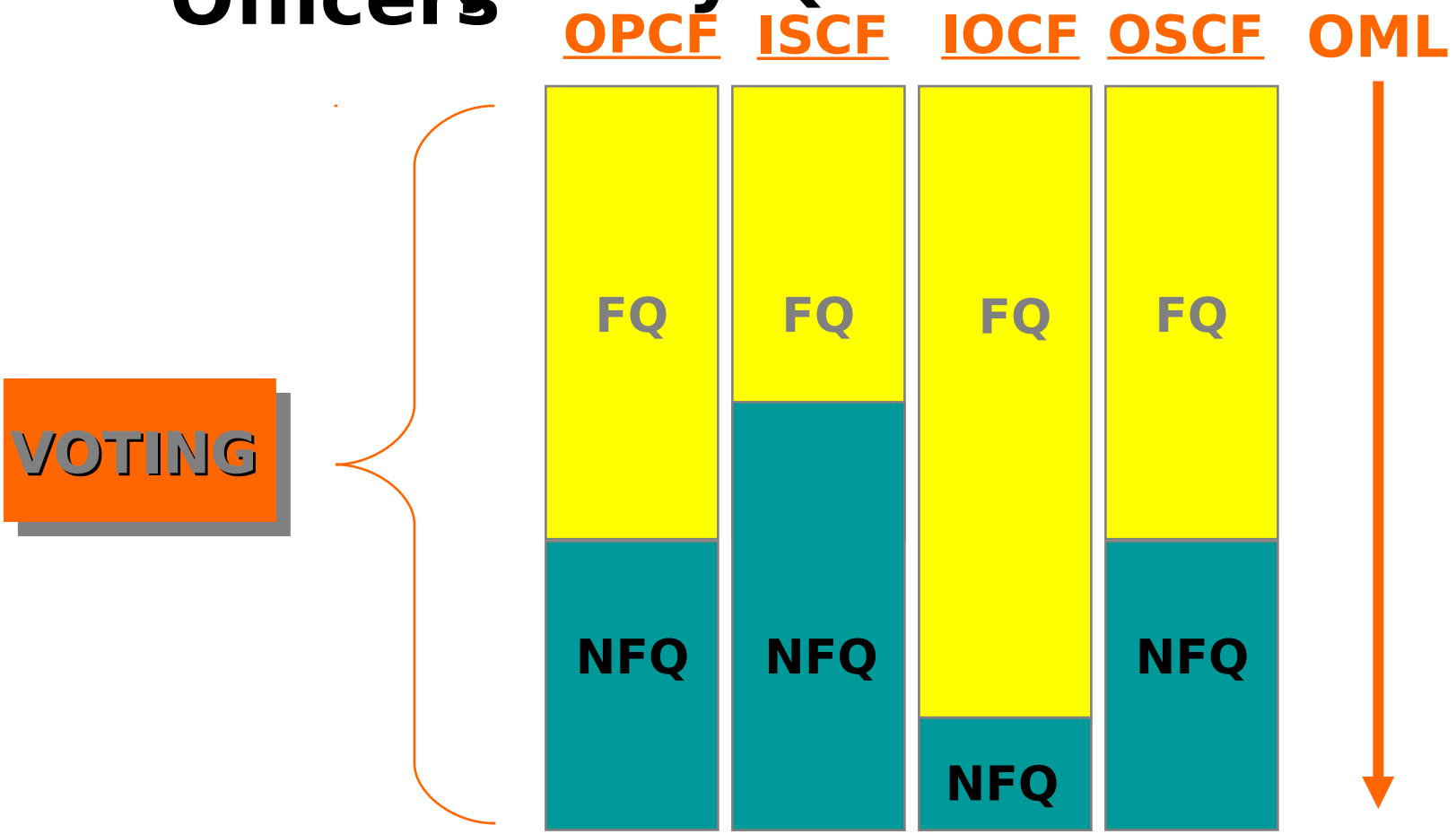
## ~~Identify~~ Fully Qualified Officers




- Determine “FQ” line

# PHASE I - *continued*

## Identify Fully Qualified Officers




***board will produce four separate IAZ OMLs***

***FOR OPMS III BOARDS***

PHASE II

~~Identify Potential BZ Selects~~

**AR 600-8-29 Officer Promotions**

**1-34b. Below the zone promotions are an essential part of the promotion system. They are intended to provide officers of exceptional ability an opportunity to advance quickly to more responsible positions, help retain high quality officers, and give officers an incentive to perform at their highest level.**

# PHASE II

## Identify Potential BZ Selects DA MEMO 600-2

- **The Army must identify its best officers and promote them earlier to afford them sufficient remaining service to be available as our senior leaders.**

- **Officers selected from BZ replace those who otherwise would be promoted from in and above the promotion zone; therefore, they must be clearly superior to those who would otherwise be promoted.**

# PHASE II
## ~~Identify Potential BZ Selects~~

- **Screen vote BZ files (Yes/No/SC)**
- **Establish/review screen-vote OML**
- **Determine population to hard-vote**
- **Hard-vote selected BZ files (2 thru 6+/-)**
- **Establish/review hard-vote OML**

# Word Picture BZ Screen Vote

YES: **Merits further consideration for accelerated promotion. Possesses potential for promotion ahead of contemporaries**

NO: **Does not merit further consideration for accelerated promotion**

SHOW CAUSE: **Substandard Performance, Misconduct, Actions inconsistent w/National Security, Moral/Professional dereliction**

# PHASE II

## ~~Identify Potential BZ Selects~~

**Board Reviews Number of Files with "YES" Votes"**

MOI Guidance: **BZs**

**MIN = 85, MAX= 120**

| # YES Votes | # FILES | Running TOTAL |
|---|---|---|
| 18 | 7 | 7 |
| 17 | 10 | 17 |
| 16 | 12 | 29 |
| 15 | 15 | 44 |
| 14 | 13 | 57 |
| 13 | 21 | 78 |
| 12 | 34 | 112 |
| 11 | 11 | 123 |
| 10 | 22 | 145 |
| 9 | 35 | 180 |
| 8 | 51 | 231 |
| 7 | 101 | 332 |

**Board Determines Number of Files for "Hard" vote**

# BZ Hard Vote Word Picture

| | |
|---|---|
| **6** | **Top few / clearly superior performer** |
| **+/-** | **Superior potential for BZ select** |
| | **Outstanding performer** |
| **5** | **Outstanding potential for BZ select** |
| **+/-** | **Solid performer**<br>**Good potential for BZ select** |
| **4** | **Average potential for BZ select** |
| **+/-** | **Weak potential for BZ select** |

# PHASE II

## ~~Identify Potential~~ BZ Selects

**Screen Vote:**

**YES/NO/SC**

| | |
|---|---|
| 18 | YES |
| 17 | YES |
| 16 | YES |
| 15 | YES |
| 14 | YES |
| 13 | YES |
| 12 | YES |
| 11 | YES |
| 10 | YES |

**Hard Vote:**

**2-6+/-**

| OML # | SCORE |
|---|---|
| 1 | 78+13 |
| 2 | 77-1 |

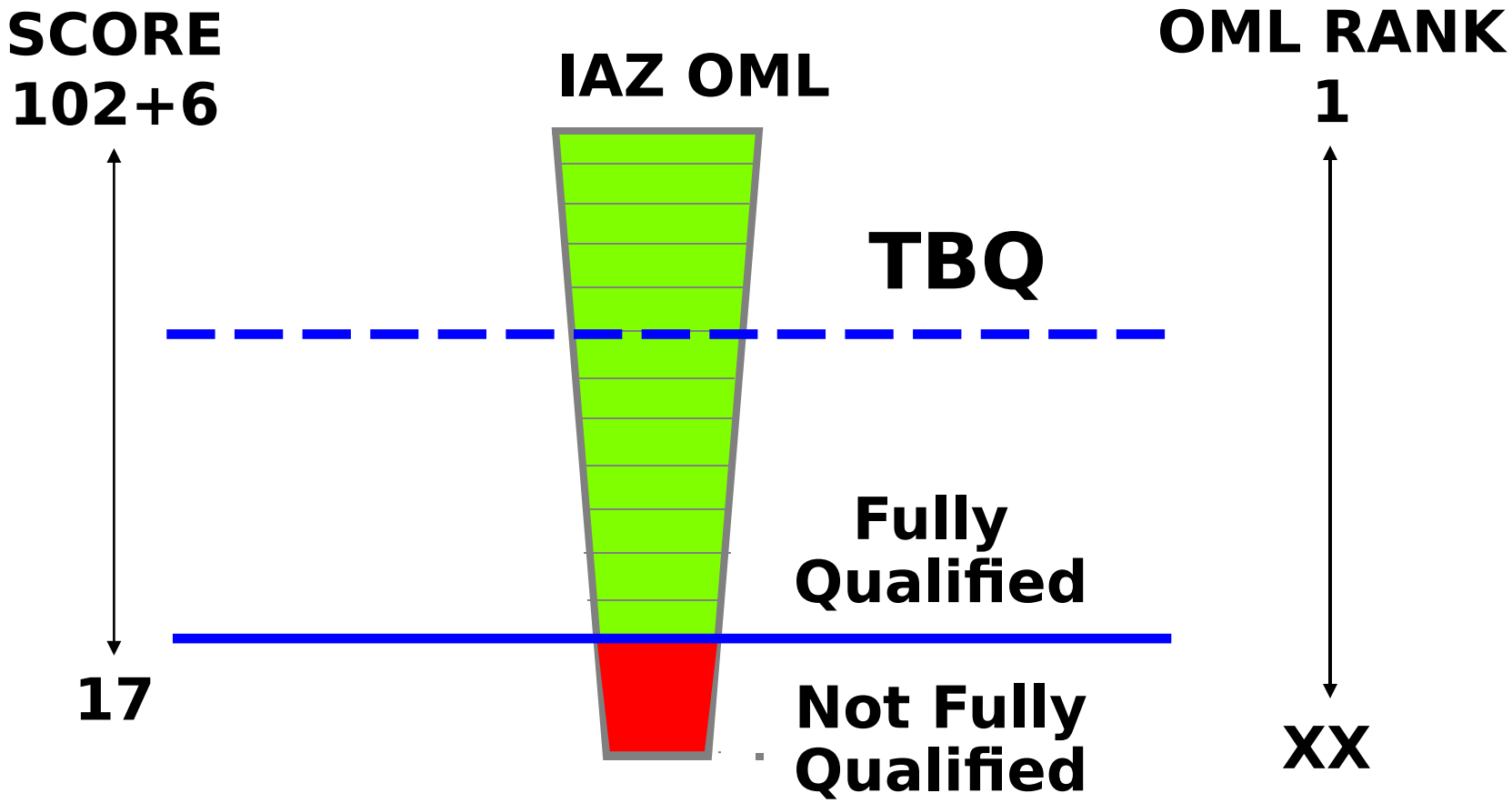
BZ MOI Guidance:
**MIN = 0, MAX= 2**

# PHASE III
## ~~Identify Best Qualified~~ Officers

- Identify Tentatively Best Qualified Officers
- Break ties (if required)
- Compare BZ selects
- Review Requirements
- Formal board vote
- AAR input

# Phase III:
# Identify Best Qualified Officers

**Draw Tentatively Best Qualified Line based on the OPTIMUM Selection Capability**



# Order of Merit List (OML)

**Requirements:**
**Optimum = 10**
**Max BZs = 2**

**I/AZ Comparison Files**

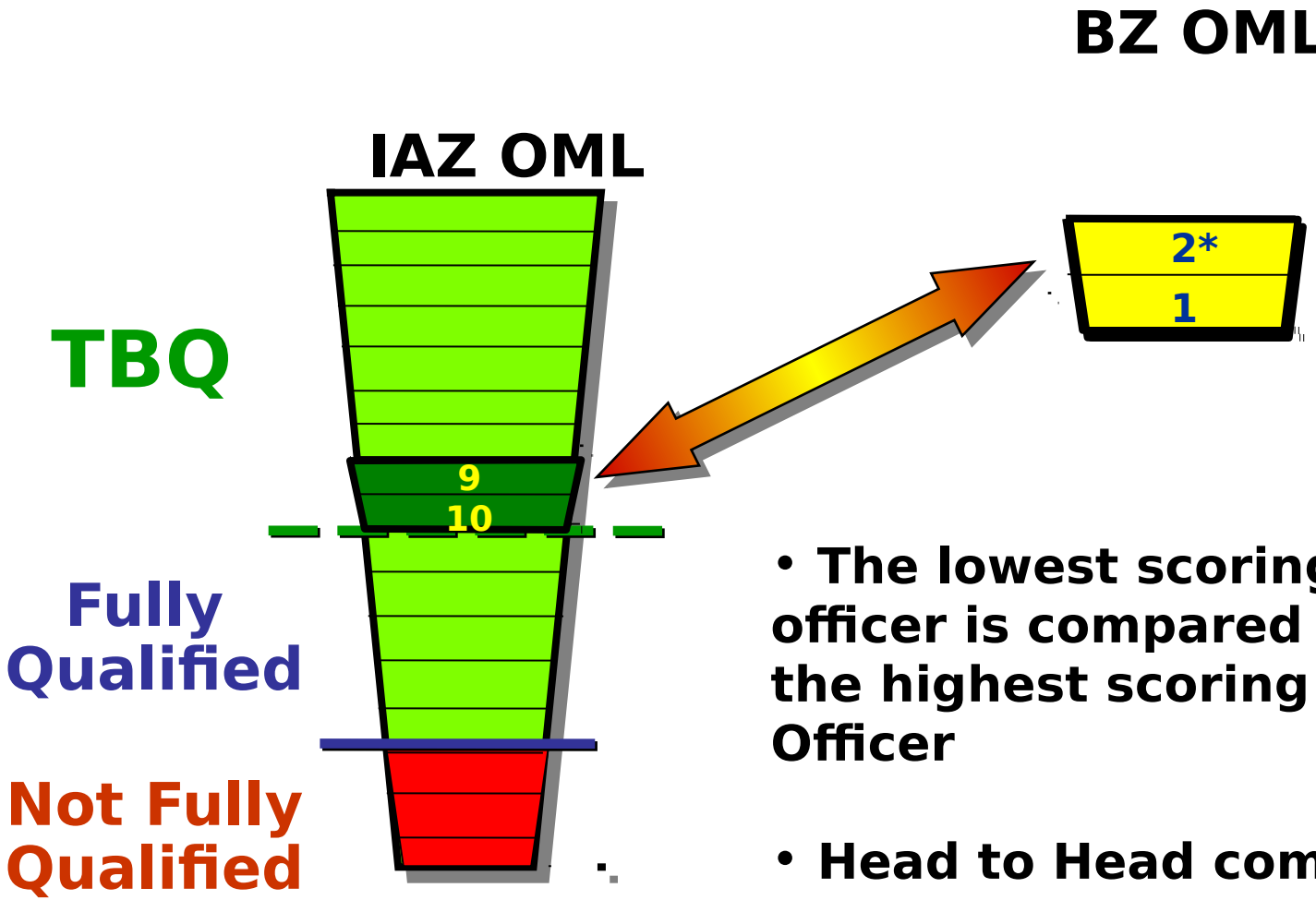
**Phase III: Tentatively Best Qualified Line**

**Phase I: Fully Qualified Line**

| NAME | RANK | SKILL | SCORE | OML # |
|---|---|---|---|---|
| JONES | MAJ | A | 60+10 | 1 |
| SMITH | MAJ | A | 60+9 | 2 |
| JAMES | MAJ | C | 60 | 3 |
| JOHN | MAJ | B | 58 | 4 |
| DOE | MAJ | D | 58-1 | 5 |
| SCHMOE | MAJ | A | 58-4 | 6 |
| KELLY | MAJ | C | 57+9 | 7 |
| GIBSON | MAJ | C | 57+8 | 8 |
| JACOBS | MAJ | A | 57+7 | 9 |
| STEWART | MAJ | B | 56+10 | 10 |
| BARRETT | MAJ | D | 56+10 | 10 |
| ANDERSON | MAJ | B | 54 | 12 |
| HARVEY | MAJ | B | 53 | 13 |
| COX | MAJ | C | 53-2 | 14 |

**NOT FULLY QUALIFIED**

# Phase III:
# Identify Best Qualified Officers

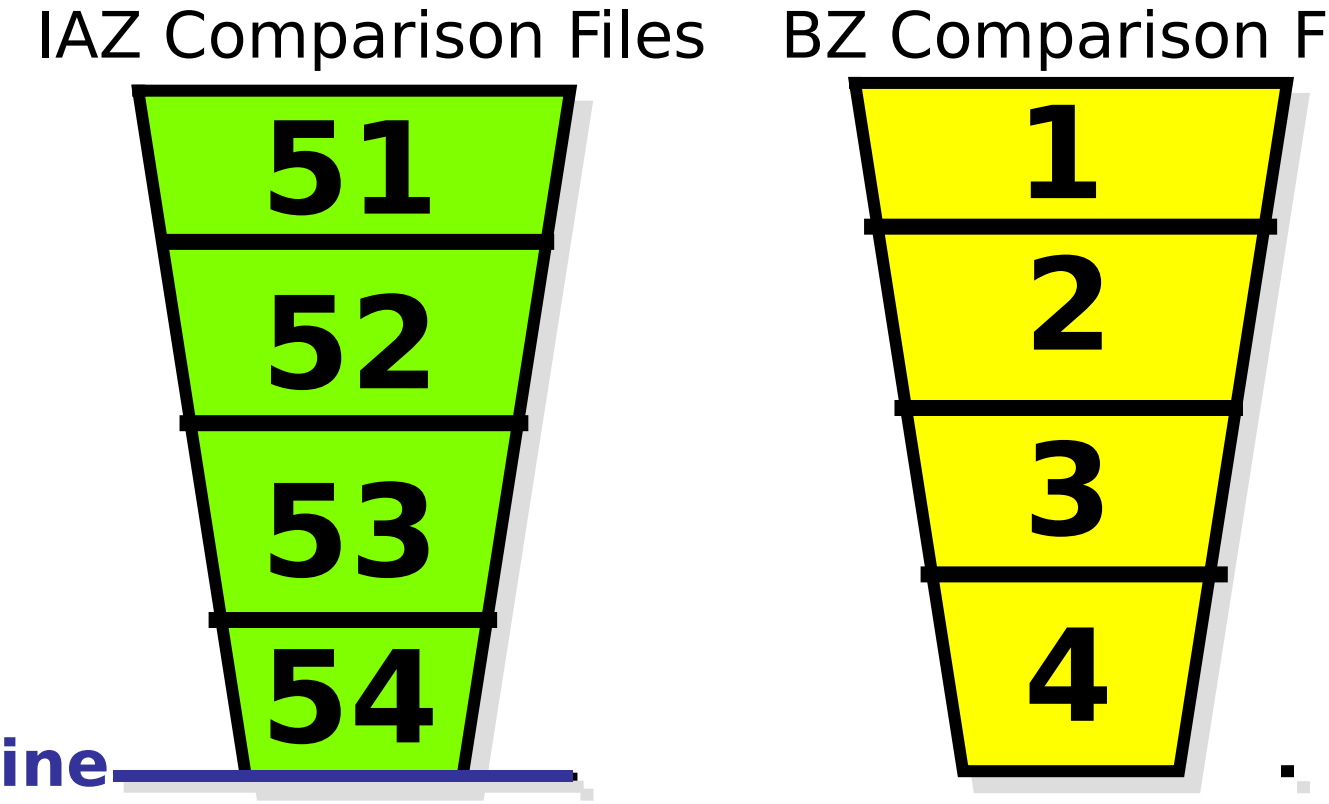



- The lowest scoring BZ officer is compared against the highest scoring I/AZ Officer

- Head to Head comparison

# PHASE III
# Identify Best Qualified Officers

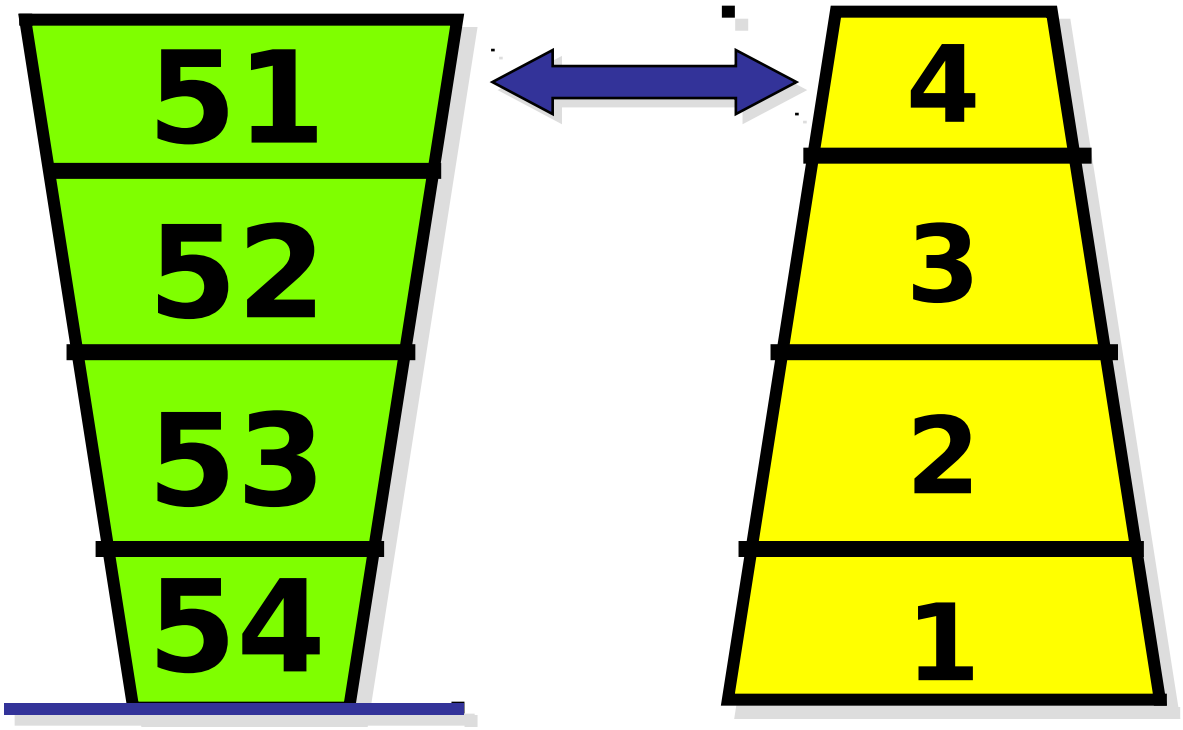
Compare the IAZ comparison group with the BZ comparison group



# PHASE III
# Identify Best Qualified Officers

**Invert BZ group** to compare the lowest scoring from the BZ against the highest in the I/AZ

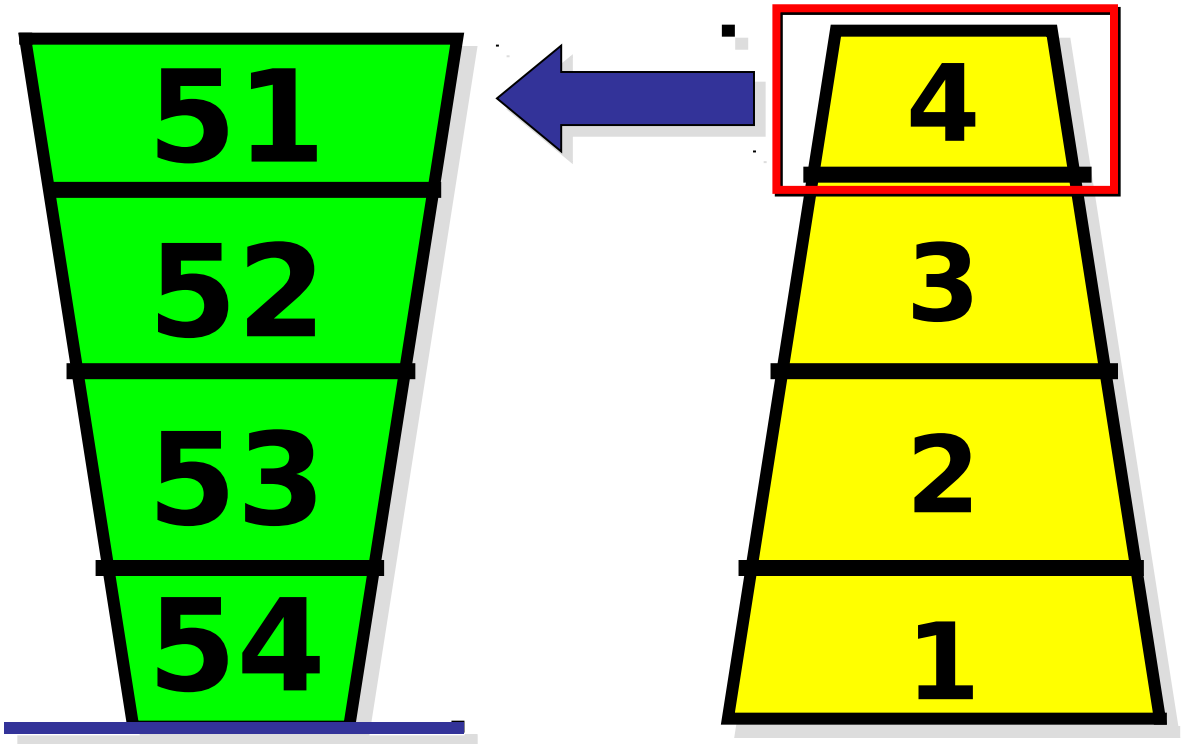
**IAZ Comparison Files** **BZ Comparison Files**



# PHASE III
# Identify Best Qualified Officers

If the lowest scoring **BZ is found to be clearly superior** to the highest I/AZ, all BZ in the group are integrated.

**IAZ Comparison Files** **BZ Comparison Files**



# PHASE III
# ~~Identify Best Qualified Officers~~

The **BZ officers will REPLACE** those **IAZ officers** who would have otherwise been selected for promotion.

**IAZ Comparison Files**

51

52

53

54

**TBQ line**

**BZ Comparison Files**

4

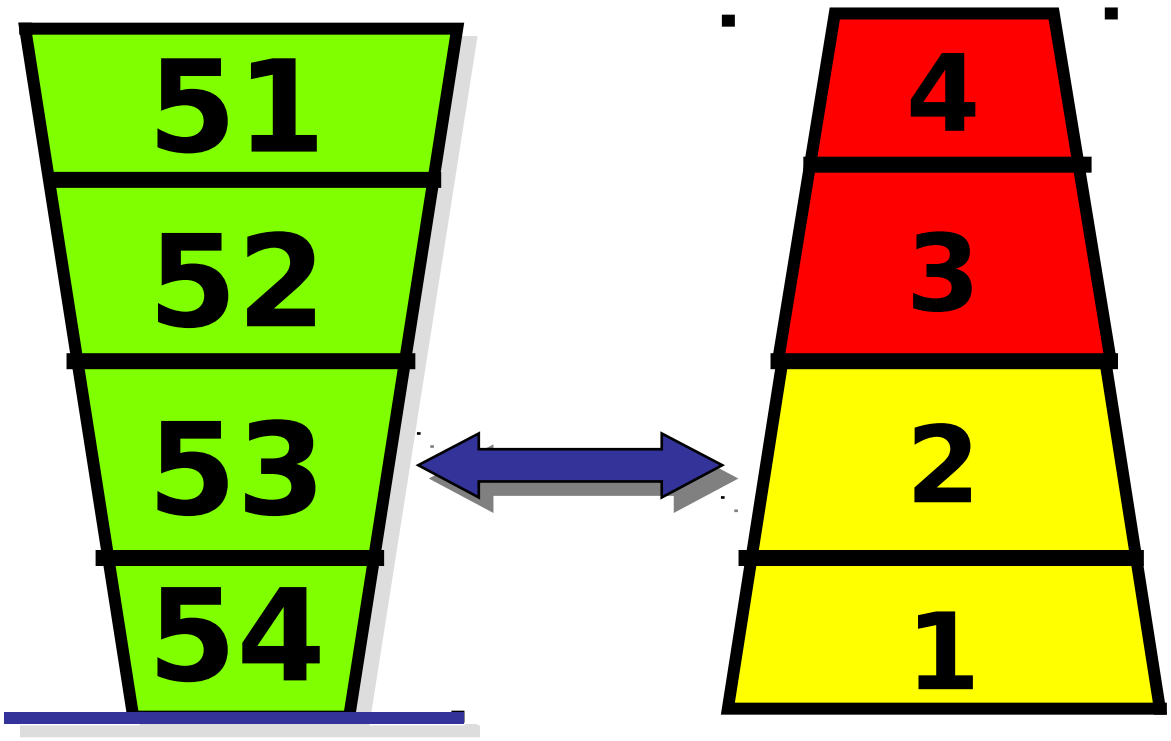
3

2

1

# PHASE III
# ~~Identify Best Qualified Officers~~

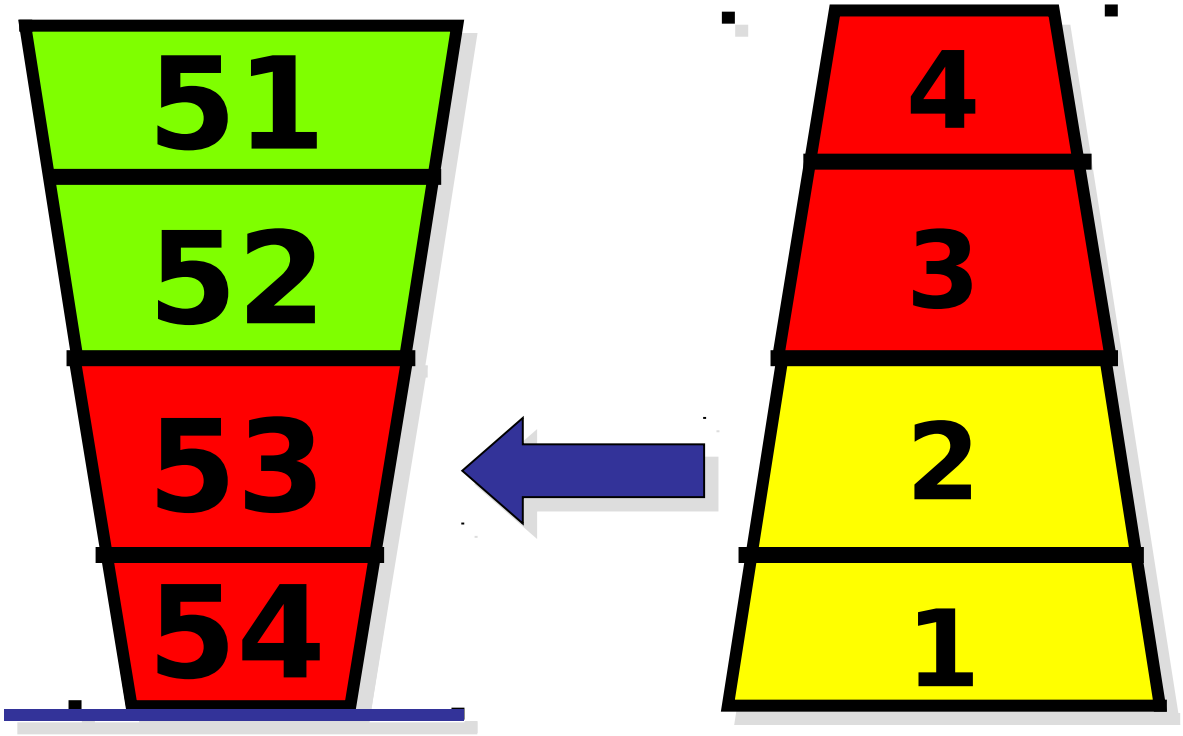
The process continues down the groups until a BZ file is found to be clearly superior or there are no more BZs



# PHASE III
# Identify Best Qualified Officers

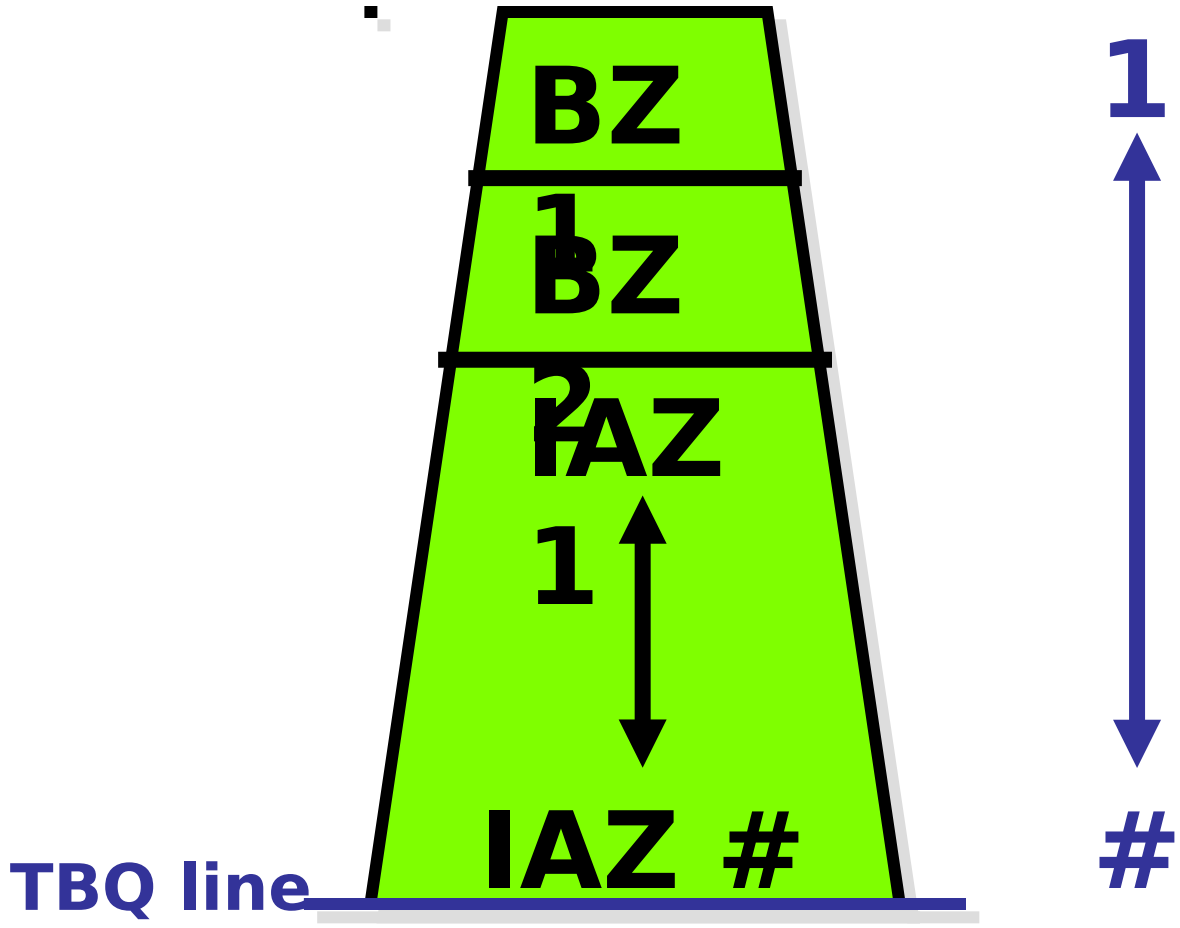
When a BZ candidate has been deemed clearly superior to the respective IAZ officer, that BZ officer and those below him will replace the IAZ officers who would have otherwise been selected.

**IAZ Comparison Files** **BZ Comparison Files**



# PHASE III
# Identify Best Qualified Officers

Those BZ officers selected for early promotion are then administratively moved to the top of the IAZ OML.



# JOINT & AAC GOALS

## Title X

**Joint Staff ≥ HQDA Staff**

**JSO ≥ Board Average***

**Other Joint ≥ Board Average**

**AAC ≥ Board Average**

**[1731(b)]**

## DoD Directive 1300.20

**OSD ≥ Army Staff**

# Order of Merit List (OML)

**Requirements:**
**Optimum = 10**
**Max = 11**
**Max BZs = 2**

**I/AZ FILE IS DISPLACED; OFFICER NOT RECOMMENDED FOR PROMOTION**

**Phase III: Best Qualified Line**

**Phase I: Fully Qualified Line**

| | NAME | RANK | SKILL | SCORE | OML # |
|---|---|---|---|---|---|
| P1 | JANSON | MAJ | C | | |
| P2 | JONES | MAJ | A | 60+10 | 1 |
| P3 | SMITH | MAJ | A | 60+9 | 2 |
| P4 | JAMES | MAJ | C | 60 | 3 |
| P5 | JOHN | MAJ | B | 58 | 4 |
| P6 | DOE | MAJ | D | 58-1 | 5 |
| P7 | SCHMOE | MAJ | A | 58-4 | 6 |
| P8 | KELLY | MAJ | C | 57+9 | 7 |
| P9 | GIBSON | MAJ | C | 57+8 | 8 |
| P10 | JACOBS | MAJ | A | 57+7 | 9 |
| P11 | STEWART | MAJ | B | 56+10 | 10 |
| | BARRETT | MAJ | D | 55 | 11 |
| | ANDERSON | MAJ | B | 54 | 12 |
| | HARVEY | MAJ | B | 53 | 13 |
| | COX | MAJ | C | 53-2 | 14 |

**NOT FULLY QUALIFIED**

# Order of Merit List (OML)

**Requirements:**
**Optimum = 10**
**Max = 11**

**Skill Requirements:**
**A=3**
**B=3**
**C=3**
**At Large Selects=2**

**Phase III: Best Qualified Line**

**Phase I: Fully Qualified Line**

| | NAME | RANK | SKILL | SCORE | OML # |
|---|---|---|---|---|---|
| P1 | JANSON | MAJ | C | | |
| P1 | JONES | MAJ | A | 60+10 | 1 |
| P2 | SMITH | MAJ | A | 60+9 | 2 |
| P2 | JAMES | MAJ | C | 60 | 3 |
| P1 | JOHN | MAJ | B | 58 | 4 |
| P10 | DOE | MAJ | D | 58-1 | 5 |
| P3 | SCHMOE | MAJ | A | 58-4 | 6 |
| P3 | KELLY | MAJ | C | 57+9 | 7 |
| P11 | GIBSON | MAJ | C | 57+8 | 8 |
| | JACOBS | NOT BEST QUALIFIED TO MEET THE NEEDS OF THE ARMY | | | |
| P2 | STEWART | MAJ | B | 56+10 | 10 |
| | BARRETT | MAJ | D | 55 | 11 |
| P3 | ANDERSON | MAJ | B | 54 | 12 |
| | HARVEY | MAJ | B | 53 | 13 |
| | COX | MAJ | C | 53-2 | 14 |

**NOT FULLY QUALIFIED**